



MARTIN J. Di GRANDI, PH.D.
ASSOCIATE PROFESSOR of CHEMISTRY and CHAIR

To: Tania Tetlow, JD, President, Fordham University
Dennis Jacobs, PhD, Provost and Senior Vice President for Academic Affairs, Fordham University
Date: December 8, 2022

Dear President Tetlow and Provost Jacobs,

We, the undersigned tenure-line members of the Department of Natural Sciences, express our strong support for Fordham Faculty United (FFU) members' efforts to renegotiate their Collective Bargaining Agreement (CBA) this year. In accord with other departments (English, Modern Languages, Sociology and Anthropology to name a few), we support FFU's demands for higher compensation, a health benefit for adjunct faculty, and pay parity across all the schools of Fordham University.

These are our colleagues that teach our students, and upon whom we clearly depend on to teach our courses, including core courses and those required for the major. Based on statistics compiled by our own Office of Institutional Research, over the past five years, for the department of Natural Science, adjunct faculty were responsible for ~50% of the classes we offered, an inordinately high percentage. Moreover, with the extremely large classes over the past two years, this dependence has trended upward.

Our adjunct faculty are held to the high standards of education as set by the University. Our dependence on this faculty stream is evident and that the University cannot make a similar financial commitment to supporting unionized faculty is puzzling. The alternative is to increase class size and/or reduce the number of sections being offered by each department, a solution that is poorly conceived on many levels. Additionally, if our salary offerings cannot compete with colleges in the area, we will struggle to attract the best candidates to fill our unstaffed classes (a trend that I have personally observed over the past two years as chair of my department).

We therefore stand in unison with Fordham Faculty United members in the CBA negotiation process. *Cura personalis* extends to everyone. We believe that Fordham should make a good faith effort to live up to its reputation as a prestigious Catholic university and practice its Jesuit values of promoting social justice and care for all persons. In solidarity,

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Signatures:

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